



October 30, 2012

Ron Waksman
News Director & Executive Director
News Services CIII – CIII Global Toronto (Shaw) (ON)



Brent Williamson
News Director
News Services CFRE – CFRE TV Global Regina (Shaw) (SK)



Dear Mr. Waksman,
Dear Mr. Williamson,

I am writing to you today in response to the Global National News journalist report by Crystal Goomansingh aired on Wednesday October 24, 2012 covering the Canadian Human Rights Museum and the questions being raised with respect to the choice of Gildan as a supplier of T-shirts to promote the opening of the museum. After watching the news report, we would like to express our concern that our position and strong practices in the area of corporate social responsibility were not properly reflected in the report including the omission of relevant facts which we believe to be essential to a proper understanding and representation and which we have highlighted below.

The report presented by the Worker Rights Consortium (WRC) raises allegations stemming from 2009 pertaining to one particular facility (Star) operated by a competitor (Anvil) of Gildan which we recently acquired in May 2012. We are currently in the process of integrating this facility into our operations including the implementation of the strict standards in the areas of social and environmental compliance which we consistently apply at each of our locations. I assure you that this is something we take seriously and are treating with the utmost importance.

Gildan is fully dedicated to being a socially responsible employer in all of our geographical hubs and fully committed to adhering to progressive hiring and employment practices. Gildan has implemented an extensive social responsibility compliance program to ensure our employees are treated with respect and fairness. We are committed to having all of our own manufacturing facilities and third party contractors comply with our strict internal code of conduct which encompasses local and international laws, the code of conduct of the Fair Labor Association (FLA), the Worldwide Responsible Accredited Production's (WRAP) set of principles and best practices in the industry. The twelve principles of our code of conduct present the Company's position on child and forced labour, employment relationships, compensation and benefits, hours of work, health and safety, environment, freedom of association, harassment or abuse, grievance procedures, discrimination as well as documentation and inspection.



Gildan's Code of Conduct is the base for the development of our social compliance program, which was accredited in June 2007 by the FLA, a multi-stakeholder coalition of companies, universities and non-governmental organizations committed to the implementation of a rigorous code of conduct based on the fundamental labour standards of the International Labor Organization (ILO). Gildan became the first vertically-integrated basic activewear apparel manufacturer to have its labour compliance program accredited by the FLA. Participating companies in the FLA are eligible for accreditation after a three-year period during which the FLA verifies their compliance with its workplace code of conduct requirements. Accreditation is the FLA's most advanced recognition of a company's labour compliance program.

In addition, Gildan's mature sewing facilities have been certified by WRAP, an independent, non-profit organization dedicated to the promotion and certification of lawful, humane and ethical manufacturing throughout the world. WRAP promotes a set of principles which ensures that core labour concepts are understood and practiced on the plant floor and by management. WRAP relies upon independent, third-party monitors to certify that factories are in compliance with its set of principles.

The FLA, WRAP and our own strict set of standards, result in providing our employees with a fair wage and benefits, together with healthy, safe and pleasant working conditions. We also provide our employees with additional benefits, such as free medical care and subsidized transportation and meals. In the past years, we have also built houses, provided medical supplies, conducted educational programs and delivered other basic necessities, where needed, to improve the quality of life of our employees and their communities.

Gildan seeks to engage in a spirit of collaboration and maintain an ongoing and constructive dialogue on a wide range of issues with international and local NGOs. Notwithstanding the report from the WRC, we have found that this approach helped us arrive at mutually satisfactory resolutions to any issues that arise at Gildan plants or at our outside contractors.

We invite you to visit Gildan's Corporate Citizenship website at www.genuinegildan.com where you can find more detailed and transparent information on our governance and labour practices, community involvement and environmental sustainability programs including the development of our own biological system to treat waste water from our manufacturing operations. All stakeholders who have visited our facilities have been impressed with our facilities and the evident pride of our manufacturing employees.

Finally, I would like to highlight the fact that we pride ourselves as a company that has made a significant difference in the lives of our people and the communities in which we operate and have invested in excess of \$700 million to develop our manufacturing hubs in Central America and the Caribbean basin. Our global manufacturing leadership has been developed internally within our Central American and Caribbean basin hubs and we have played the lead role in the development of a technical school in Honduras (IPC - Instituto Politécnico Centroamericano), which produces the next generation of technically trained managers.

We hope that any future coverage regarding concerns about our practices will reflect the reality of the development of our CSR practices and the significant investment we have made in the development of our employees and in our manufacturing operations. We invite you to visit our manufacturing facilities where you can witness in your own eyes the first-class working conditions we provide each of our employees. We wish to reiterate that Gildan's products are manufactured in accordance with the highest standard in the area of corporate social responsibility.

Please do not hesitate to contact me should you wish to discuss this further.

Best regards,

A handwritten signature in blue ink, appearing to read 'Peter Iliopoulos', with a stylized flourish at the end.

Peter Iliopoulos

Senior Vice-President, Public and Corporate Affairs

C.C. Troy Reeb, Vice-President, News, Global TV, Shaw Media Inc.

Crystal Goomansingh, Manitoba Correspondent, Global Winnipeg